

**Minutes**  
**Committee of the Whole**  
**February 22, 2021**  
**6:00 p.m.**

Councilmembers in attendance: Thaddeus Hoffmeister - Mayor, Al Delgado - Vice Mayor, Jim O'Reilly, Zach Green, Jeff LeRoy, Nancy Averett, Sarah Stankorb Taylor

Staff members in attendance: Rusty Herzog - Acting City Manager, Megan Statt Blake - Community Development Director, Mike Lippert - Water Works Director, Dennis Brown - Fire Chief

**Presentation by WCIA on Diversity in Hiring**

Mr. Scott Spera, member of the Wyoming Community in Action (WCIA) group, thanked Council for hosting the presentation to allow the WCIA to present some of its findings and recommendations as the City thinks about hiring in its organization. Mr. Spera stated that the PowerPoint presentation will convey what the WCIA's findings are and what it thinks might be valuable for the City to consider as it looks to diversify their employees. A copy of the PowerPoint presentation is attached to these minutes and referenced as Exhibit A.

Mr. Herzog commented that the preceding report reflects recommendations from the WCIA and when they were initially presented to him by Mr. Spera they spoke at length about what Wyoming is currently doing, and how they could help the City achieve some of their recommendations. He added that some of the recommendations are very good, some of the recommendations the city is already implementing. The PowerPoint presentation was also shared with department directors for them to consider as they look at hiring in the future.

Mr. O'Reilly commented that the presentation was very good. He stated that he was the original commentator on the state of Ohio's collective bargaining law in 1984 and 1985 and he taught collective bargaining and labor relations for about 16 to 18 years at the University of Cincinnati. His textbook went into several editions on public bargaining in Ohio so he is very familiar as the state's first labor arbitrator with the complexities that go into building this kind of system into an existing collective bargaining structure. He asked if the WCIA has a point of view as to how the city could adapt this approach into its existing collective bargaining because the City has a collective bargaining contract and it is not in a position to change that unilaterally without the union making a strong case for that being an unfair labor practice. Mr. O'Reilly commented for those employees who are in a collective bargaining status, the WCIA may need to establish a point of view for the department with employees in collective bargaining agreements.

Mr. Spera stated that this is an area that was not fully assessed. He is aware that within the city government, there are a couple of government contracts and some of the ideas

presented in the PowerPoint could be compared to that of the contracts to see if there are items that can be meshed together with due diligence. The WCIA is hopeful that there would not be any resistance or contrary rules associated with the recommendations. This would be an important step to be reviewed before anything is adopted in a broad scale.

Ms. Stankorb Taylor asked Mr. Herzog that when he presented the PowerPoint to staff was he met with any resistance or did people see it as a common sense approach to recruitment. Mr. Herzog stated that immediately some of the department directors started talking about different ways they could be doing things right away, some asked questions on how they could enhance things they are already doing especially in terms of job postings and advertising. He explained that none of the staff members are marketing experts and when it comes to trying to get more information out to the public to show people what a wonderful place it is to work in the city, we need to get better at that as well as showing how diverse we can be. Some of the directors latched on to the ideas right away but overall it was met with positive feedback.

Ms. Averett commented that she would like to hear from Mr. Herzog sometime about what the city is already doing versus what can still be done. She thanked Mr. Spera, Ms. Evans, and Ms. Callicot as implicit bias is a difficult thing to tackle and to find ways to get around that. She was impressed with Montgomery and what they have done and believes that our community could do even better.

Mr. Delgado thanked Mr. Spera for a very good presentation and the WCIA members for presenting this to Council. Mr. Delgado asked what kind of training or in-services or educational opportunities would be suggested for staff to be able to widen their vision in this area and also City Council as well. Mr. Spera stated that there are a number of associations that relate to governmental organizations like ICMA and the International Public Management Association for HR; a number of these organizations have in service webinars and seminars that would be very topical relative to these concerns and there are a number of resources for city management that would be very valuable for city management to look at.

Mayor Hoffmeister thanked Mr. Spera for his presentation and added that it was informative and he learned a lot.

### **Rules of Council Discussion**

Ms. Supinger stated that as Council may recall, last fall, the Rules of Council were amended and one change was to address a section of the Code that determined how procedural matters are decided under the Rules of Council. Previously, the language stated that in the absence of a rule the procedural matter would be determined by the chair. This was confusing and lends itself to a lack of consistency in how the city handles things so the change that was made was to update this language to provide that in the absence of a

particular rule to govern that point of procedure, it would be governed by the Roberts Rules of Parliamentary Procedure. Ms. Supinger stated that she thought it would be helpful to do a basic review of motion practices under Robert's Rules so that everyone has a starting point. She explained that Robert's Rules can be considered an entire college course and tonight, she will barely scratch the surface.

The document that was prepared and disseminated to City Council by Ms. Supinger is attached to these minutes as Exhibit B.

Ms. Supinger answered questions from Councilmembers presented as hypothetical situations in order to be sure the process of making motions is understood.

### **Discussion on Search Firm for City Manager**

Mr. Green commented that he was very impressed with all of the presentations from the four search firms that addressed Council. He has worked with many similar search firms in his professional career. He stated that, in his opinion, he is unsure if the city needs to go this route if it did not have a clear successor to the former City Manager. He stated that, in his opinion, if Council wanted to find someone completely different from Mr. Herzog, that one be one area however, what Mr. Herzog has shown over the past couple of months, for him, is a high level of professionalism and the city is lucky to have someone like him.

Mr. Green stated that he feels very strongly in the job Ms. Tetley did and one thing she did was to have a succession plan; someone that was waiting on the bench behind her. In this time when the city is limited on funds to spend money to use an executive search firm to tell Council that it already has a tremendous candidate he has reservations on spending the taxpayers money on a search firm when we have a fantastic candidate in front of us.

Ms. Stankorb Taylor stated that she has an opposite opinion but for similar reasons. She stated that what Ms. Tetley had suggested to her is that Council should consider using a firm even if there is a strong internal candidate. Hearing from the members of the community and including them how we should move forward not only would form the search but in the end, if we hired an internal candidate, it would give the hiring more credibility. She believes that the city is in a better financial state at this time to expend the funds for a search committee than it was six months ago. Given the interest of people who are attending this meeting just to hear Council talk about this topic, she imagines there are thousands of people in town who also want their opinions to be heard and she would like the city to go through the process.

Mayor Hoffmeister asked Ms. Stankorb Taylor which search firm she preferred to use. Ms. Stankorb Taylor stated that two companies impressed her but she wants to hear what the remaining Councilmembers think as well. She liked Management Partners and Novak Consulting Group.

Mr. O'Reilly asked clarification from Ms. Stankorb Taylor as to which aspect of the City's financial position makes her feel that there is additional money available to be spent on this process. There may be reasonable people who say that we do not have enough money coming in and you are unlikely to have enough in 2021 to fund this, and others might say we have plenty of money. He asked if there is factual basis for concluding that there is sufficient money to have a broad ranging interaction. Ms. Stankorb Taylor commented that after reviewing the Finance Committee's report (Finance Department) the cuts that the city made last year allowed us to be in a more secure position. The last financial report presented to Council indicated that we will be financially stable moving forward unless there are any looming surprises with the national economy. Ms. Stankorb Taylor offered to display the last Finance Committee (Finance Department) report for review.

Ms. Averett commented that she believes Mr. Herzog is doing a fantastic job and she has nothing but good things to say about him. She feels that she would not be a responsible City Council member if she simply hired him to save the city \$25,000 or more if the person hired leads this city for the next decade or more. She does not want to skim on that because we are not an impoverished city and we will bounce back from whatever issues we have had with the pandemic. We are lucky and fortunate in that way and she stated that she believes that our residents have high expectations in their own work life. The school district provided a great example of how they conducted an executive search and found a fantastic candidate who the people love and who aligned with their goals. In speaking with several school board members, the part of the process of doing a search rather than selecting the inside candidate is that it forced them to clarify among themselves as a group what they think are important traits in leadership. If she did not give the people a chance to voice their thoughts on what they want, to find out what the staff thinks and what our citizens think, she would feel irresponsible. She reiterated that she believes Mr. Herzog is great and if he is the best candidate in the end and if Council agrees then that is what will be decided. But to not go through the process to save a few dollars now will be short siding the community. She sent a spreadsheet to everyone on City Council and someone shared with the community but it is hard to compare apples to apples with the presentations that were heard. She liked Management Partners and Novak Consulting Group. With Novak, they were very specific in the types of ways that they would conduct their search, they gave specifics to social media platforms and they did not use a lot of jargon. She felt they were very thorough and comprehensive and they would be her top choice.

Mr. LeRoy commented that although Management Partners had the lowest price they have many extras that he feels would be mandatory to add on, such as advertising. However, he would not be swayed by the pricing. Of the four presenters, Novak Consulting Group would be his choice. He believed the presenter was polished in her presentation whereas the others appeared to have not rehearsed or prepared well. He liked the idea of doing a community forum and a community survey that Novak Consulting Group suggested. Mr.

LeRoy stated that he believes Mr. Herzog is doing a fantastic job and he would be his front-runner at this point. The amount of communication he has given to him and with other members of Council, making sure all have reviewed the newsletter and weekly report and asking if there are any questions. He felt that it has been a seamless transition from Ms. Tetley to Mr. Herzog and he believes that is important to notice. The culture position is very important not only among the employees but with the residents as well. If Council makes a bad decision and hires someone who is toxic in their leadership style, it will take another six months with a new executive search agency to go over the process again. He is not saying it is the wrong process but when Council makes the decision it must be sure it is the right decision because having to do the process over may not come without serious damage. Mr. LeRoy referred back to Mr. Green's comments in that he believed Mr. Herzog was the best choice and that Council should not spend the money to go through the process, he asked Mr. Green to elaborate on some of the reasons he feels this way. Mr. Green stated that one thing Members spoke about was communication and that this is one gap that needs to be filled and Mr. Herzog's level of communication has been exceptional. Mr. Green stated that he is not concerned with the money, although it is an issue and he would not want to spend taxpayer money if we do not need to. The biggest issue is that there was a succession plan before Ms. Tetley left and there were many people that were being trained for the position if she left. To throw that away and spend the money and time to search for the right candidate when the right candidate may already be part of the process that Ms. Tetley put together does not seem logical. Mr. Herzog, as a candidate, already knows the city backwards and forwards and can hit the ground running. He has also shown to be a bridge builder and for him, that is all he needs and he felt that he does not need to go outside the organization. Mr. LeRoy thanked Mr. Green for his feedback.

Mr. O'Reilly commented that this is his third city manager search in 20 years so he feels he has some background to contribute. In learning from past experiences, Council should have a good sense of what makes for a successful interaction with city staff and how the person interfaces with the staff and the community. We need to learn from other cities about interfacing – what has worked well – so that we don't simply say, that guy or that woman is terrific, we have to say, their talents for interacting with their staff will meld with the staff that we have. We do not want to lose an excellent police chief, or fire chief, or any other excellent staff member we want to have that skill set that will meld with the staff organizations that we have, build upon that, and then work with Council. This has been his experience based on those 20 years.

Mayor Hoffmeister asked Mr. O'Reilly based upon what he has shared if he were to be interested in retaining a consultant, which one was he the most interested in entertaining. Mr. O'Reilly stated that Management Partners was the group that impressed him the most. They appear to be very detail oriented in the work that needs to be done here locally.

Mr. Delgado commented that the transition between Ms. Tetley and Mr. Herzog has been fantastic. He had a real opportunity to work with Ms. Tetley and also with Mr. Harrison, the City Manager prior to Ms. Tetley. One thing he realized, in working with Mr. Harrison up until the day he left, was that he had no real understanding or concept of what Wyoming was about. One of the best things he did was that he trained Ms. Tetley and she was his backup. She had all the skills and abilities to be a City Manager but at that time it was not her time. But when the time came, City Council went to an extensive search and used Slavin Management Company to do a nation-wide search with candidates from all over the United States and Ms. Tetley continued to come forward to the top at every stage of the process. As she was the Assistant City Manager, she had already demonstrated her skills of being the City Manager and having an understanding of what the city was about and also having a tremendous understanding about the employees and the staff that she was working with. Ms. Tetley had shared with Mr. Delgado that she had been mentoring Mr. Herzog to become City Manager and that was her choice if she was given a choice and that he had the knowledge to move forward without any transition hiccups. He understood the community and the staff and he has the ability to move sideways by listening to what someone has to say and having the understanding of what someone wants and being able to move to achieve that. In conclusion, Mr. Delgado stated that he is in favor of Mr. Herzog being appointed City Manager but if he has to select his preferred consulting, he would choose Management Partners first and Novak second.

Mr. Green clarified that his first choice would be to not use a search firm and his second choice would be for Management Consultants.

Mr. Herzog clarified that Mr. Krings that Mr. O'Reilly stated was his first choice in consultants is with Slavin Management, he is not with Management Partners. Mr. Green stated that he would like to change his vote to Slavin Management.

Mr. LeRoy asked Mr. Delgado if during the last search for City Manager when the City had decided to use a search firm, before going down that path, when was the decision made to hire Ms. Tetley or when was the decision made to continue to use the search company knowing Ms. Tetley was the top candidate. Mr. Delgado explained that when you have the best candidate in front of you, but you still use the search company, ultimately it is to prove that you have the best candidate in front of you. In his mind, Mr. Herzog is the best person and he believes he had real opportunities. Anyone that comes into this position has real opportunities. Those opportunities are obviously the diversity component piece that can be worked on and he has that understanding because he has been a part of that process from the beginning. He understands the need and the drive to have diversity and culture to be part of what Wyoming is about and to be brought forward and for people to understand how Council can become together and unify together and that is a characteristic that he believes Mr. Herzog has.

Mr. LeRoy commented that he would be open to not using a search firm. His question internally would be what qualities he would be looking for in a candidate that Mr. Herzog does not currently possess.

Mr. Delgado explained that in his opinion, you have a person that you had an opportunity to work with for four years or longer than that or two years, and you take the characteristics of that person, which is the same exact thing that the school district did and you say you love this characteristic or you do not want that characteristic, and you like the positive and negative traits that you would want when you begin to look for the next City Manager that you want. In his opinion, we had the City Manager we wanted in Ms. Tetley, and each Councilmember has its own traits about Ms. Tetley that it liked or disliked but when you look at what the needs of the community and of the city are and the issues that are brought to the person in this position, she had all of the abilities.

The school district did not have the characteristics that they wanted in a candidate to be able to move the school district forward to another level of understanding and operations. So what they did is when they went through their list they went through more negatives, than they did positives so they had to hire a consultant company. The school district did not have any positives/negatives and they did not have a mentor that had the same care, nor did they have a person mentored with the same characteristics of what they wanted, so they had to go outside to find a candidate and establish the characteristics of what they wanted in a school district superintendent. The search company hired by the school district said they went as far north, south, east, and west that they could and ended up with a guy from Madeira, who is exceptional by the way.

Mr. O'Reilly stated that he very much appreciated how Ms. Tetley prepared Mr. Herzog so very well and he believes Mr. Herzog would be a terrific City Manager. Over these 20 years as he looks at the comparisons he has all the strengths. But if we seek out the broadest set of things he believes that Mr. King's presentation was the most impressive one for him.

Mayor Hoffmeister explained that the majority of Council's choice is the company that will ultimately be selected. He stated that at this time, there are three members that want to use a consultant and three members that do not. He stated that he would prefer to use a consultant and he will be the tie breaking vote. He stated that his decision has nothing to do with Mr. Herzog and he believes he is the greatest things since sliced bread and it would not matter to him who we had in the position. For him personally, using a consultant is the best process to take for the people of Wyoming to buy into the process and he believes the process will be fair by allowing anyone to apply regardless if you have had the position before as an existing city employee. He understands that there is a finite amount of resources and that this is taxpayer dollar money and he tries to treat taxpayer dollars as if it were his own money. In his opinion, this position is very important and he wants the residents to believe in that process and how we arrived at the decision. Ultimately we are

going to arrive at the decision that most people have already stated tonight, but he does not want to prejudice it but nonetheless he wants people to see it as a fair process, one that is open to everyone regardless of their background, and so he will vote for using a consultant.

In consideration of spending the City's money as if it were his own, he would spend the least amount as possible he does not want extras. He was most impressed by Novak Consulting Group as he liked how the presenter hit on diversity and inclusion that was important to him and she has experience in the state of Ohio, she talked about Centerville that is relatively comparable in size to Wyoming and so Novak would be his first choice.

Ms. Supinger reported that in Committee of the Whole, City Council does not ultimately take any formal action, items are for discussion only. Secondly, under the Charter, the City Manager is charged with entering into all contracts on behalf of the City. So when there is a vacancy in the office of the City Manager, it is the Acting City Manager who gets that job so she believes Mr. Herzog has the direction from Council to reach out to Novak Consulting Group and ask for a contract. She will review the contract with him and get the process going.

Mr. Bryan Caplan, 115 Burns Ave., stated that as a successful businessman that has been through this process before many times, he does not believe this is a good decision. When you have something that is working already there is no need, when you have employees doing a great job, there is no need to spend \$25,000 to get a new guy that you don't know if will work out or not. It is preposterous and we are paying a huge amount of tax already and the public does not want you to pay a bunch of extra money for this. With the diversity and inclusion aspect, we just want the best candidate.

Mr. Herzog asked that any further comments be kept as positive as possible.

Mr. Joel Thurkill, 1256 Garden Circle addressed Council. Mr. Thurkill used a car analogy to express his opinion. He stated that if he has a Jeep and he knows how to fix it and he knows it works, he is not going to look for a new one. If he has a Toyota that gets the job done, it will last a very long, long time. Council is wanting to waste money by buying a Ferrari, which is a lot higher maintenance. He just heard the Mayor comment that we have a great candidate and it will probably come down to that but he does not want to waste money and that is what he has heard. He is not trying to attack anyone with his comment but it is foolish. Everyone is talking about diversity and inclusion earlier in this meeting, but we are looking for the right candidate. We do not need to be searching far and wide and to the hinterlands only to end up with the person that already works. Candidates will put their ears on when they come here to interview and their interest will also depend on how much you pay them and what the benefits are and where they are in their careers. As far as the school search went, he has spoken with the new superintendent and he is not impressed.



For him, it is the fiber of the community that counts, if you have someone that is from here, grew up here, worked here in our own community, they know what the community is about. The person is invested and they would want to keep it a nice community. The diversity and inclusion conversation is a strong man argument. Mr. Thurkill stated that he is a man of color and explained that there are only 13% of us in America, it is likely 11-12% but out of the 13% probably 9-10% of are working age and of that, maybe 6-7% will have the qualifications you are looking for. He appreciated the production earlier in the meeting, and there was a lot of thought put in, but it is a strong man argument. You are not going to get the numbers you are wanting to. There is no hard set percentage that you could get, we have the people here already. With that said, he has to go with Rusty there is no sense in spending money. He is dependable, reliable, and he has been here forever and it is what it is.

Mr. Phil Giardina, 367 Ashley Lane addressed Council. He worked for Proctor & Gamble for 33 years and the last 10 years were in Human Resources. Most importantly, the first 25 years of his career he was a campus recruiter and went to several campuses to learn about what it takes to interview and find candidates, he also learned this while being in South American for three years. He shares this to let Council know that he is not talking from a position of emotion. Mr. Thurkill made a very clear point about the importance of being in touch with the local culture and understanding the heartbeat of the city and how you are going to engage with people when issues arise depend enormously on your ability to listen, and your ability to communicate, and you really understand likely where these folks are coming from. Sometimes by intuition. You do not get that from somebody that comes from Neverland. Mr. Giardina explained that he is the President of the Wyoming Golf Club and last year the club faced a situation before the pandemic, the general manager left for another job. The club had to decide what it was going to do, because frankly it did not have a lot of extra cash and through the year, obviously, the club did not generate a lot of extra cash. So the subject of trying to hire a new general manager at \$50,000, or whatever it was going to be, to bring someone in, didn't suggest that it didn't have a search committee the members decided among themselves to interview a few candidates, but in the end, the club decided to appoint one of its department heads, as the general manager, and that turned out to be about the most brilliant idea that ever hit the deck in the last 18 months. The person that was hired could not only do the job but had the skills that the board was unaware of, as he was initially hired to be a chef, turns out that he is a team leader who stepped up in a team building fashion to bring all of the other department heads together. One of the beautiful things about it is he has grown into the job. Mr. Giardina stated that he believes Wyoming has the best run small town police force, under Rusty's leadership and the things that made that true for him were all the elements of culture, understanding, reaching out, and communication. He stated that some cities hide behind a process but he believes that there are intelligent people on City Council who can go out to the community and talk to their constituents, neighbors, and friends, attend public meetings, and write letters to the editor or some other method to let people know what a smart choice it was to

keep Rusty as our City Manager because if you cannot communicate, you should not hide behind a process. Lastly, Mr. Giardina stated that if it's not broken, don't fix it.

Mr. Chris Bartlett, 1131 Brayton Avenue addressed City Council. He stated that he is the youngest graduate of the Wyoming Citizens Police Academy, his father was on City Council at one time, and his brother occasionally helps the city with tree services. He applauded everyone that is serving the city as either a Councilmember or a staff member for the great job everyone has done over the past year. Mr. Bartlett stated that he is in favor of supporting Mr. Herzog for City Manager. He has done an incredible job. As a society, stability is an asset right now. He respects City Council's decision if a search firm is used and if so, he wishes it to be a success. This community has always been very stable, there has not been a lot of ying/yang among Councilmembers who appear to do things methodically and with purpose. He is hopeful that City Council will find clarity and in the end result, he endorses Mr. Herzog as he believes Council has a clear-cut leader out in front already. He stated that he regularly sees Mr. Herzog engaging the community, helping kids cross the street on the way to school, and at community events. Lastly, Mr. Bartlett stated that he will respect the decision of City Council but he endorses Mr. Herzog as City Manager because of his stability and involvement in the community.

Ms. Randy Caplan, 115 Burns Avenue, stated that she too, would like to endorse Rusty. She believes he has been awesome in our community. She believes Lynn has done a fabulous job in working with him. Speaking as a former recruiter for Goldman Sachs, she believes using a search firm is a terrible idea. She does not believe the City will get quality candidates at \$25,000 and the City would be hiding behind a process of going through a search firm. Being part of an elected official managing a group of people is having interview skills and knowing who the right people are for the right job and she does not believe Council should be hiding behind a search firm so that if the process goes south, you have an escape hatch to talk about and she does not believe the City should be looking at the school district as a beacon for how this has been done well.

Tess Harper, 17 Ritchie Avenue, she stated that she would like to communicate that she is in support of the Mayor's recommendation to do an executive search. She believes that the City has a strong internal candidate but she values the process in making sure that Council does justice to the community by allowing the community to make sure all of its bases are covered, that it has the right candidate in the role. Rusty will make a very strong candidate to be considered and the best candidate will win if the process is trusted.

### **Miscellaneous**

Mr. Green stated that he would like to address a rumor that is going around on social media perpetuated by other members of City Council. He stated that he is a resident of the City of Wyoming. His family has purchased a vacation home in Hilton Head and as a result of the pandemic, his family has been there eight times over the last 18 months to

quarantine themselves in a private area. He has a property in Wyoming with a signed lease and he has utilities in his name. If any other rumors continue to come out about where his place of residence is one can contact him directly or through his attorney.

Ms. Averett commented that Mr. Herzog is wearing a suit jacket and tie for the meeting but she wondered if he was wearing swim trunks that no one else is seeing. If anyone has not seen the pool video that he recorded to promote the pool opening in May, it is funny. Mr. Herzog stated that he is not currently wearing swimming trunks but he did while playing in the snow recording the video.

Mr. LeRoy commented Mayor Hoffmeister for a well-run meeting this evening. It was well organized and he appreciates the civility both from Councilmembers and from citizens. He reported that, for those that are not aware, a new physical therapy office has opened in Wyoming called Drayer Physical Therapy. He was a patient of the company when they were located in Kenwood but they have opened a new office here in Wyoming. He stated that they opened on February 1 and the first week they has six patients and he was two of them, this week they have 38 patients scheduled; the majority are Wyoming residents that are either referred there from their physician or come in on a self-referral. He stated that it is a growing business and Hilary, the physical therapist on site, is fantastic. It is a great new asset in our community. Rusty has stopped in and welcomed them to the community and he stated that if anyone needs a physical therapist, we now have one right here in Wyoming.

Mr. O'Reilly commented that he appreciates the sincerity and depth of the issues and he is pleased that we are going to move forward. He believes the community would be well served by a constructive discussion and further constructive discussions, he wants to point out, as he mentioned earlier, that, to the extent we get involved in the selection process of lower ranked employees, we must take account of Ohio's Collective Bargaining Law and the rights of the collective bargaining employees.

Ms. Stankorb Taylor commented on the pool video and gave kudos to Brian Pitman for being in the pool while it was full of snow. She stated that she cannot express enough how happy she is that the pool will be open and she has heard from so many people that it is a sign that life is beginning to return to normal.

Mr. Delgado commented that he wanted to thank Rusty for all the work the city has done for keeping the streets clean and safe. He is amazed at the process and the great job that the folks do here.

Mayor Hoffmeister asked everyone to stay save and look out for your neighbors; we are all here together to live, play, and work together.

**Adjournment**

With no further discussions, Mr. Delgado moved to adjourn the meeting. Ms. Averett seconded the motion. By voice vote, all voted yes, the motion carried. The meeting adjourned at 7:56 p.m.

Respectfully submitted,

Debby Martin, Executive Assistant

Approved:

Thaddeus Hoffmeister, Mayor